

Bridge Of Hope Harrisonburg-rockingham

Executive Director / CEO

EIN 900451234
 VA · NTEE P20
 FY ending 2025-03-31
 June 10, 2026

This analysis benchmarks the total compensation of **Deirdre Smeltzer, Executive Director / CEO** (\$31,183) against **every comparable organization** that fit the selection criteria — **24** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **17th** percentile of comparable organizations below the typical range for comparable organizations

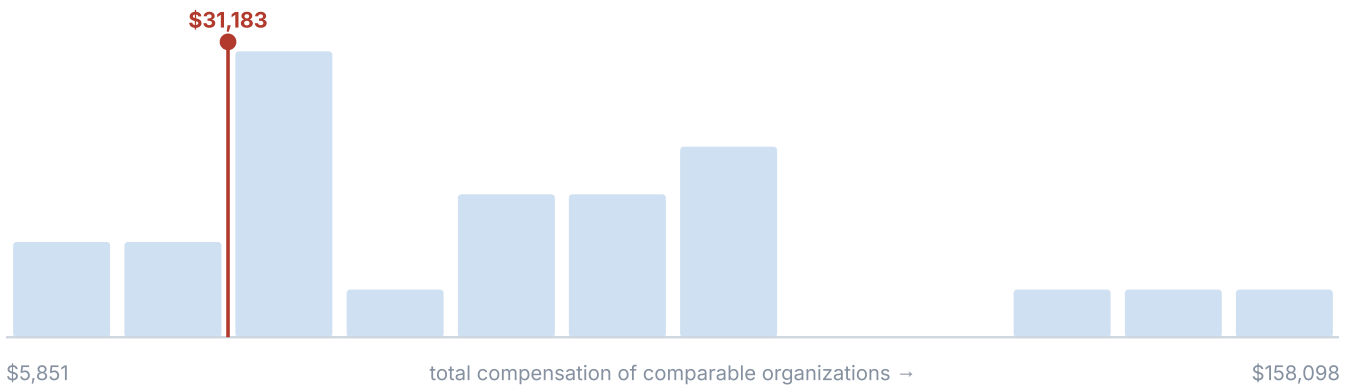
Benchmarked executive: Deirdre Smeltzer — reported title "EXECUTIVE DIRECTOR (THROUGH 12/2/24)", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P20).
BUDGET	Total revenue between \$169,665 and \$379,848 — 0.67x to 1.50x the subject's \$253,232 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P20) + VA + budget 0.67–1.5x revenue.

24 organizations qualified on sector, size, and geography → **24** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$27,071	\$40,269	\$61,325	\$84,613	\$116,707	\$31,183
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■ Comparable organizations

Each figure is Form 990 Part VII columns D + F (reportable pay plus other compensation and benefits; column F may include amounts from related organizations), normalized to VA cost of living (BEA RPP, 2023) and to its filing year (CPI-U); the reported amount is on each linked 990.

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
The 31heroes Project	VA	\$245,804	Executive Director	\$77,000	\$79,037	2024
Warrior Expeditions	VA	\$242,144	President/ex	\$25,542	\$26,218	2024
Challenging Racism	VA	\$240,741	Executive Director	\$39,644	\$40,693	2024
Williamsburg Volleyball Club	VA	\$267,495	President	\$5,700	\$5,851	2024
Action For Enterprise Inc	VA	\$274,796	Executive Dir	\$154,023	\$158,098	2024
Molly Bears	VA	\$219,508	Production Mgr	\$27,500	\$29,061	2023
Village To Village	VA	\$287,606	Executive Di	\$37,991	\$38,996	2024
Vine And Fig Tree	VA	\$290,001	Vice Preside	\$80,000	\$84,542	2023
Circles Ashland Inc	VA	\$293,750	Executive Director	\$62,025	\$65,547	2023
Bristol Faith In Action Inc	VA	\$295,818	Executive Director	\$40,923	\$42,006	2024
Deaf & Hard Of Hearing Services Center Inc	VA	\$208,988	Executive Director	\$9,950	\$10,213	2024
Front Royal Pregnancy Center Inc	VA	\$298,177	Executive Director	\$48,000	\$50,725	2023
Three-wide Ministries	VA	\$300,461	President	\$39,600	\$41,848	2023
By His Wounds Inc	VA	\$314,584	Treasurer	\$57,417	\$58,936	2024
United Way Next	VA	\$185,689	President And Ceo	\$119,703	\$126,499	2023
Arab Watch Coalition	VA	\$181,168	Co-executive Director	\$134,118	\$141,733	2023
Youth Volunteer Corps Of Hampton	VA	\$325,852	Executive Di	\$69,667	\$71,510	2024
Friendship House Roanoke Inc	VA	\$335,397	Executive Director	\$62,071	\$63,713	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Coptic Cross Ministries	VA	\$169,965	Executive Minister	\$42,000	\$43,111	2024
Movers Development Center	VA	\$344,650	Chief Executive Officer	\$76,800	\$78,832	2024
Northern Virginia Veterans Association	VA	\$350,536	President Ceo	\$80,267	\$84,824	2023
Associates Of St John Bosco Inc	VA	\$352,962	Executive Director	\$85,000	\$85,000	2025
Tophand Foundation Inc	VA	\$356,307	Director	\$32,633	\$34,486	2023
Family Promise Of Greater Roanoke	VA	\$372,028	Executive Di	\$91,440	\$93,859	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to VA cost of living and 2025 dollars. Click any organization to verify the figure on ProPublica.

■ Methodology

Comparable organizations were drawn from electronically filed IRS Form 990 returns and matched on sector (NTEE code), budget (a size-adaptive revenue band that tightens as the organization grows), and geography (same-state first, broadening only when too few peers qualify); every organization within the band forms the peer set. To compare fairly across regions and years, peer compensation is normalized to VA cost of living (BEA Regional Price Parities, 2023) and to the subject's filing year (CPI-U). The figure benchmarked is Form 990 Part VII, Section A, columns D + F — reportable pay plus other compensation, benefits, and deferred amounts (column F may include amounts from related organizations) — with the chief executive matched by role. Related-organization amounts (column E) and institutional trustees are excluded. Full methodology: peerbasis.org/methodology.

■ Sample, role match & sensitivity

PEER COUNT	24 organizations. Compensation range \$5,851–\$158,098; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$253,232); for reference, expenses \$222,041 and assets \$624,306.
ROLE MATCH	Deirdre Smeltzer, reported title " <i>EXECUTIVE DIRECTOR (THROUGH 12/2/24)</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
OUTLIERS	1 peer fall outside 1.5× the interquartile range — consider whether any reflect one-time payments (severance, deferred-comp payouts).

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	17 th
Total compensation (D + F), as reported (no adjustments)	17 th
Reportable pay only (column D), adjusted	17 th
All sources (D + E + F), adjusted	17 th

If the percentile moves materially across these definitions, the result is sensitive to methodology choices, and the board should weigh which basis best fits its facts.

● Rebuttable presumption of reasonableness · 26 CFR 53.4958-6

Compensation paid by a tax-exempt organization is presumed reasonable — shifting the burden to the IRS — when three requirements are met. This report supplies the comparability data for the second. The board should record the following in its minutes *concurrently* with its decision:

Draft board minutes – executive compensation

1. The compensation of the Executive Director / CEO (Deirdre Smeltzer) was approved in advance by [the Board / Compensation Committee], composed of members with no conflict of interest with respect to the arrangement.
2. Prior to its determination, the authorized body obtained and relied upon appropriate comparability data, namely the PeerBasis Compensation Comparability Determination dated June 10, 2026, comparing compensation against 24 similarly situated organizations (Same NTEE sector (P20) + VA + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$31,183 is reasonable (approximately the 17th percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [__ for / __ against].

Sources: IRS Form 990 e-file data (apps.irs.gov); IRS Business Master File (NTEE classification). Every figure traces to an original public filing — click any organization above to verify it on ProPublica. PeerBasis is a service of Prismind Analytics; its [methodology is published](#), was commissioned for independent adversarial review, and discloses its own limitations. This report is comparability data to support a board's good-faith determination under IRC 4958; it is not legal or tax advice. Generated by PeerBasis on June 10, 2026.